

**MISSOURI DEPARTMENT OF CORRECTIONS
TRAINING ACADEMY
LESSON PLAN**

COURSE TITLE: Institutional Basic Training

CLASS TITLE: Threat Group Basics

MODULE TITLE: Threat Group Basics

Prepared By:
Fred Cain

Date: January 2003

OVERVIEW

This program will provide participants with basic knowledge of threat groups, both on the street and in the correctional facilities. It explores the motivating factors that encourage threat group participation, recruitment efforts and the criminal activities that these groups may be involved. Staff will have the opportunity to examine the threat group identification characteristics and determine with what group they associate.

PARAMETERS

Hours: 4

Space: Large classroom

Number: Varies

Audience: Institutional staff

PERFORMANCE OBJECTIVES	EVALUATION TECHNIQUES
<p>At the conclusion of this course, participants will be able to:</p> <ol style="list-style-type: none"> 1. Given a threat group category, determine what impacts it has on safety and accomplishing the MDOC Mission; 2. Develop a presentation that identifies the key aspects of a threat group; 3. Given an offender profile, determine if they match the threat group identification characteristics as outlined in this module; and 4. Describe how knowledge of threat groups can impact your ability to perform your job, according to the information provided. 	<p>Evaluation techniques utilized by the trainer(s) to determine if the performance objectives have been met.</p> <ol style="list-style-type: none"> 1. Trainer's observations 2. Participant feedback 3. Written test

REQUIRED MATERIALS/EQUIPMENT/SUPPLIES NEEDED

<input type="checkbox"/> Overheads	<input checked="" type="checkbox"/> Projector screen
<input type="checkbox"/> Overhead Projector	<input checked="" type="checkbox"/> Computer & LCD
<input checked="" type="checkbox"/> Slide show	<input checked="" type="checkbox"/> Television(s)
<input checked="" type="checkbox"/> Videotape Player	<input type="checkbox"/> Video Camera
<input type="checkbox"/> Posters	<input checked="" type="checkbox"/> Masking Tape
<input checked="" type="checkbox"/> Markers	<input checked="" type="checkbox"/> Easel Pads & Stands

Videotapes:

"Street Signs: The Video", by Performance

Other:

"Long Arm of the Outlaw", Time Magazine Article, May 19, 1997

STUDENT HANDOUTS

Title

Participant Manual

INSTRUCTIONAL STRATEGIES

Lecture, Case studies, Group analysis

REFERENCES

The following books and materials were used as a basis for this lesson plan. The instructor should be familiar with the material in these reference documents to effectively teach this module.

TITLE

TITLE

1. March, 1996, Missouri Department of Corrections "Controversial Groups" Lesson Plan

2. Corrections Journal, PaceCom Incorporated

3. "Introduction to Gangs", by George W. Knox

4. U.S. Department of Justice

5. National Alliance of Gang Investigators Associations

6. Florida Department of Corrections

7. Salt Lake County Sheriff's Office

Prerequisite Training/Certification:

Subject Matter Expert (s):

Approved by:

Date Approved:

Revision Date: September 1999

Revision Date: March 2001

Revision Date: January 2003

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

ANTICIPATORY SET

Over the past 20 years, the problem of threat groups has grown exponentially. Today, communities across the country face a gang population that has crossed all socioeconomic, ethnic, and racial boundaries and now permeates American society.

According to conservative estimates, the current national gang population has ballooned to over 30,000 gangs with over 800,000 members. These statistics are for youth gangs only and do not include prison gangs, motorcycle gangs, supremacy groups, domestic terrorists and subversive groups or cult groups.

As some of you may know this program was originally called Controversial Groups however we changed the title for a very good reason and one that deserves to be explored. To do this the first thing I want to do is find out what you consider to be a controversial group.

Ask Participants: What is a controversial group?

Possible Responses: Gangs, terrorists, skinheads, motorcycle gangs, etc.

Controversial Groups. An interesting title for a training program, it often brings up thoughts of street gangs, white supremacy groups, and as of late, terrorists however, this term isn't always accurate. Actually the term "controversial" simply means that the topic or subject and in this case the group which is affiliated, is in controversy. It causes a debate or disagreement which arouses strongly contrasting opinions. Therefore membership in certain groups can cause contention.

So what's so controversial? People may have differences of opinion as to what you should or shouldn't believe or what group you should or should not associate with however, it is

Slide

Slide

Have participants provide you with examples of what they consider to be controversial groups.

Remind Participants that all offenders, regardless of their belief system, are protected by law and policy and we have an obligation to treat them equally.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

not illegal to be a member threat group. That status is protected by the freedom of association guarantees of the United States constitution. However, if the threat group participates in criminal activities they can be targeted for investigation and prosecution.

The scourge of threat groups is a clear and present danger to our internal national security. These threat groups adversely impact the quality of life within our communities with violence, drugs, and associated criminal activities.

The world of gangs and threat groups can become very complex. Knowing this, it helps to divide these groups into some basic categories that will form a firm foundation to learning and understanding.

In this program we will explore all of these categories, giving you an opportunity to find out what they are and what threat they pose to our agency. Many of these groups are called “gangs” and I want to look at the difference between “gangs” and organizations.

Brainstorm Exercise

Ask Participants: What comes to mind when you think of gangs?

Possible Responses: (List on chart) Crime and criminals, juvenile delinquents, large city problems, etc.

Ask Participants: What comes to mind when they think of organizations or groups?

Possible Responses: (List on chart) For profit or not-for-profit organizations such as the Eagles, Elks, ACA, churches, Salvation Army, etc., a group of people that come together to socialize or work toward legal business profits which support the groups activities.

On one easel stand write the word “gang” and record responses from students when asked what comes to mind when they think of gangs. On another easel stand write “organization” and record responses from students when they are asked what comes to mind when they think of organizations. After several responses on each word, point out how society relates the word gang with something bad and how society relates the word organization to mean good.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Ask Participants: By show of hands, how many think gangs or organizations are the “same”, “different”, or “don’t know”.

Possible Answers: Answers will vary.

When most people hear the word “gang” they relate it to something bad, such as thugs, drive-by shootings, extortion, drugs. When they hear the word “organization” they think of political parties, churches, clubs, businesses, or associate generally with good.

Basically, society has made the word gang mean bad, and organization mean good. That is why some gang members will deny being a member of a gang, but claim to be a member of an organization. A gang and an organization can basically be defined as *“A group of people working together for a common purpose”*. So, without introducing an element of criminal activity into the definition, we could easily be describing anything from the Boy Scouts to the local city council.

You can see it is a little difficult to distinguish between a gang and an organization. Surprisingly there is no universally accepted definition of a “gang”. Widely varying definitions appear in the penal codes of several states. Many of the definitions are so unlike or different that the average, hard core street gang from California would not fit the definition established in Illinois. Again you need to keep in mind it is **not** illegal to be a gang member.

While gang status per se cannot be punished, gang crimes can be. Gang affiliation can also be used in court (in most states) to prove motive and other aspects of a crime. Several states, notably California, have penalty enhancement laws wherein gang members can receive additional incarceration if their underlying conviction for a traditional crime can be tied to gang activity.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Gang activity and its subsequent problems is an issue confronting corrections staff at every institution, both adult and juvenile. Gangs exist not only in the institutions, but also in our cities and is spreading to the suburban and rural areas as well. Gang activities in the institutions so closely parallel those on the streets, it is often impossible to separate the two. In fact, it is safe to say that the only separation between the major gangs is the walls and fences around the institutions.

The gang problem today is much more pervasive and menacing than at any time in history. Over the past 20 years, gang membership has crossed all socioeconomic, ethnic, and racial boundaries and now permeates American society. Gangs affect society in terms of heightened fear, crime, and economic costs. Today we face the consequences of the gang subculture's alarming growth over the past two decades: a decrease in public safety, community image, and quality of life.

In the absence of strong family and community support, gang values have replaced traditional ethics and standards. In recent years, local government officials, law enforcement professionals, and community leaders from smaller cities once thought to be immune to the crime and violence associated with gangs have witnessed the emergence and growth of gangs.

We are not just talking about stereotypical street gangs we are talking about organized criminal activity conducted inside and outside the institution. When discussing prison gangs are we talking about gangs that have moved into the prison and are operating within, or are they gangs that started in prison and moved out into the streets? In many cases, each individual prison will have their own separate gangs that have developed to carry out criminal activity within that facility.

A lot of information has been provided in this lesson plan in

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

an effort to shed light on what constitutes these gangs, organization, or threat groups. So let's cover our performance objectives that should help in the knowledge production process or in plain English it will help us reason, interpret, and assess the information we are given.

Performance Objectives

At the conclusion of this course, participants will be able to:

1. Given a threat group category, determine what impacts it has on safety and accomplishing the MDOC Mission;
2. Develop a presentation that identifies the key aspects of a threat group;
3. Given an offender profile, determine if they match the threat group identification characteristics as outlined in this module; and
4. Describe how knowledge of threat groups can impact your ability to perform your job, according to the information provided.

Slide

INSTRUCTIONAL INPUT

Now that we have covered the performance objectives you are probably wondering what constitutes a gang. Are they obnoxious youths rebelling against societies norms? Are they highly organized? Are they armed and prone to violence? These are very interesting questions and lead us into discussing threat groups and how they are involved in criminal activities in our prison system.

In Missouri, we define these groups as **any ongoing organization, association, or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more of**

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

the criminal acts enumerated in subdivision (2) of this Missouri 578.421., which has a common name or common identifying sign or symbol, whose members individually or collectively engage in or have engaged in a pattern of criminal gang activity.

In our nation today, as well as around the world, threat group activity continues to grow, becoming more and more organized and this isn't going unnoticed in our state. The Missouri Legislature is addressing the criminal street gang issue for some very important reasons:

1. To maintain public order and safety.
2. To respond to the ever increasing crime caused by street gangs that threatens and terrorizes peaceful citizens.
3. To stop mounting criminal activity.
4. To provide for increased penalties for those found guilty of criminal gang involvement and eliminate the patterns, profits, and property helping criminal street gang activity, including street gang recruitment.

Slide

While we look at these reasons we need to also examine how it will give us greater choices in managing the problem in the field of corrections by a more effective enforcement of security, also making it a safer environment, and giving us greater control in preventing threat group activity.

Reason #1:

- **To protect the security and safety of the institutions. As subversive forces, these groups are a threat to the administration, employees, and offenders who are nonmembers. And in some cases they can be a threat to the public.**

Ask Participants : How can someone incarcerated, regardless of their association with a subversive group, still be a threat to the public?

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Possible Answers: Through their networking with other subversive group or gang members on the outside they can still influence crime and criminal activity both inside and outside the institution.

Many people say that if you want to control crime or gangs you need to send them to prison. While prison is certainly an option for a criminal activity, it doesn't necessarily stop the criminal behavior.

Prison gangs are flourishing across the country. Organized, stealthy and deadly, they are reaching out from their cells to organize and control crime in America's streets. Is this really happening? Look at this example:

A 40-year-old gang leader uses his cellular phone to organize an elaborate drug ring and order hits. He commands respect. He wears gang-banger clothing and drapes himself with gold chains. This man is responsible for an entire network of gang members across the state of Illinois. He is Gino Colon, the mastermind behind the Latin Kings. When prosecutors finally caught up with him last August, Colon was indicted for running the Latin Kings' drug-dealing operation from behind prison walls--the state penitentiary in Menard.

Granted all offenders aren't involved in subversive groups or gang activity but it is important to realize that there are a number of them in our system.

Ask Participants: What percentage of offenders do you think are involved in gang activities?

Possible Response: Will vary.

Research has shown that as many as 25% of all adult male offenders are gang members and the number is growing. Think about that number. This means that statistically one out of every four offenders that you come into contact with is associated with a gang. This number reflects male offenders but what about females? An often underrated part of the gang culture, female gangs haven't undergone the

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

tremendous amount of research that male gangs have however, it is projected that as many as 8 to 11% percent (according to the National Youth Gang Center 2000) of gang members are female and these numbers can be as high as high as 38% (according to Esbensen and Osgood 1997). So don't think that this element isn't an issue when interacting with female offenders.

Reason #2:

- **Prevent and control the introduction of contraband into the institution.**

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Ask Participants : Why did we choose to use “ prevent the introduction of contraband”, instead of using “prevent the introduction of narcotics”?

Possible Answers : The threat group members deal in all kinds of contraband to make a profit individually or for the group. An example of this would be tobacco.

In smoke free institutions, treatment centers, and ad-seg units tobacco goes for a premium price. A “baggie” ½ to 2/3rds full goes for \$40.00 to \$50.00, depending on how hard it is to get. Think about that for a moment. Getting caught with marijuana is another criminal sentence. Getting caught with tobacco is maybe 10 days D.S. time or getting kicked out of a program you don't want to be in anyway. In this case you can get more money from the tobacco than marijuana and no criminal prosecution.

Slide

Reason #3:

- **Prevent the use of violent tactics, strong arming, intra-gang warfare, and offenders getting in debt to other offenders.**

Ask Participants : What is meant by the previous statement ?

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Possible Responses : Territorial disputes, you can sell this type of drug and have this area, and we sell this type of drug and have this area. Inmates getting in debt over drugs. By staff being aware of this activity it may help avoid these situations.

Reason #4:

- **It helps us identify subversive group members.**

Ask Participants : Does anyone know of any offenders who could be a subversive group member ?

Possible Responses :

- David Tate, (killed Mo Highway Patrolman, James Linegar), a member of the Order an offshoot of the Covenant, the Sword and the Arm of the Lord.
- George L. Jackson, former Black Panther member. Founder of the Black Guerilla Family. Jackson started this gang in 1966 in San Quentin State Prison, California.
- Larry Hoover, leader of the Gangster Disciples. Two very influential gangs, the Black Disciples, led by David Barksdale, and the Gangster Disciples, led by Larry Hoover, unified their gangs to form the Black Gangster Disciple Nation.

The identification of subversive group members is a key point of not only the safety and security of our agency, but the need to address this issue by law enforcement. Before we can determine which groups an offender belongs to or even if they are a member of a threat group, we need to know something about them.

If you remember at the beginning of this program I stated, "The world of gangs and threat groups can become very complex and knowing this, it helps to divide these groups into some basic categories that will form a firm foundation to learning and understanding." Now it is time to build this

Slide

Allow participants 30 - 45 minutes to complete the exercise (more if necessary). Have participants chart key aspects of group. Provide paper for notes. Once each group has completed their assignment have them

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

foundation by looking at the 6 different threat groups that you may come into contact with while working in our agency. These groups are:

- **Street Gangs**
- **Prison Gangs**
- **White Supremacy Groups**
- **Outlaw Motorcycle/Biker Gangs**
- **Domestic Terrorists and Subversive Groups**
- **Cult Groups**

Rather than presenting the information to you I am going to use a different means to allow you to explore these categories.

GUIDED PRACTICE

In your groups I want you to analyze the material that will be provided to you which relates to one of the Threat Group categories. After you have agreed on the important aspects of that category I want you to prepare a presentation which will provide the rest of the participants with this information. Be sure to select a spokesperson and be prepared to report out on your topic in 30 minutes. The length of your report should not exceed 10 minutes.

Prior to making this presentation I want you to discuss how this particular group could impact the Missouri Department of Corrections in the following areas:

- Public safety
- Employee safety
- Offender safety
- Achieving the MDOC Mission to return the offender to society a productive citizen.

Processing Questions

Ask Participants: Based on the information that has been

report out in the following order:

- Street Gangs
- Prison Gangs
- White Supremacy Groups
- Outlaw Motorcycle Gangs
- Domestic Terrorists or Subversive Groups
- Cult Groups

After each group has made their presentation address additional information on the specific threat group before you allow the next group to present.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

presented, what impacts can you see these threat groups having on our agency?

Possible Response: It increases the challenge of providing the offenders and employees with a safe work environment; it makes it more difficult to meet the agency mission of returning the offender to society as a productive citizen.

Ask Participants: How do you think these groups can directly affect you?

Possible Response: Increases danger, makes it difficult to interact with them based on their norms vs. that of society, increases the difficulty of unintentionally offending one of these group members.

The information that your groups provided gave us an overview of the 6 different types of threat groups that you may come into contact with while working in the correctional field. However, there is another “group” for lack of a better word, that we need to cover and that is female gangs.

INSTRUCTIONAL INPUT

Ask Participants: Do females join gangs?

Female gang membership is sky rocketing. Current trends are that specific female gangs are emerging all over the nation. Young women are taking active roles in gangs, and gang-involved females are being incarcerated in increasing numbers. Department of Justice statistics show that while the number of male inmates increased 108 percent from 1988 to 1998, the number of female prisoners rose by over 172 percent during the same period.

Research shows that females between the ages of 12 and 18 who have low self-esteem, come from dysfunctional families, and have a history of victimization are most likely to join gangs. These females are more likely than males to be

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

unemployed and to have been the victims of physical and sexual abuse. The NDIC National Street Gang Survey Report—1998 indicated that 43.6 percent of gangs identified as significant by survey respondents had some female members and 35 gangs were exclusively female.

Many females join gangs for the same reasons that males do—the gang provides friends, money, drugs, power, and excitement, and perhaps most importantly, a sense of family. Some of these young women were raised in a gang culture where their families have been in gangs for generations, and therefore they view gang membership as a normal and acceptable rite of passage. In fact, recent research indicates that females with female friends, boyfriends, or siblings in a gang are most likely to be in a gang themselves.

Law enforcement should be aware of the changing role of females in gangs. Some have increased their responsibilities, risk taking, and violence on behalf of the gang. They have moved from affiliate status to membership. While continuing to offer emotional, sexual, and physical support, females are taking more risks as carriers of drugs and weapons and suppliers of intelligence from rival gangs and from strategic jobs such as the department of motor vehicles, utility companies, and police departments. Some females commit violent crimes to prove themselves worthy of the gang. Despite the efforts females exert for their gangs, male gang members rarely give females the same status as men. Often, the role of females is addressed in a gang's manifesto, which suggests the gang's reverence for women. However, this reverence is rarely exhibited in the behavior of many male gang members, who view females as expendable and as weak links.

You are going to need more than just an overview to be effective when working with these offenders. There are several areas that we need to address and it seems that the logical place is addressing the question, "Why do people

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

join these threat groups?" Some of the reasons were mentioned but we need to look a little deeper.

Ask Participants: Why do people join these threat groups?

Possible Responses: Money, sense of belonging, religion, power, etc.

This answer all depends on the persons socio-economic background. While the reason may vary from group to group, this is especially true with Supremacy Groups, cult members, in general terms they join for a sense of power, excitement, recognition/prestige and they believe the gang allows them to achieve a level of status that was impossible to attain outside of the gangs. However, these need to be put into the proper context. Most of the reasons people get involved in gangs are baseless. Several myths about belonging to a gang may include:

- **My Gang Will Protect Me, and I Will Feel Safe.**

Wrong! Many youth feel forced to join a gang for protection from other gangs, especially in the inner city. Once involved in illegal gang activity, the gang provides a false sense of protection from the law. While they may believe that joining a gang will protect them from bullies or other gang members, being in a gang greatly increases their chances to be a target for rival gang members. They are far more likely to be injured or killed if they are in a gang. Many former gang members report that they had to change their lives dramatically as a gang member. They could no longer wear clothing they used to wear. They got into fights while attending school with rival gang members, and ended up dropping out of school. They felt unsafe going out of their neighborhoods, and they couldn't ever be sure where they might be confronted by rivals. Even if they got out of gangs, their rivals didn't forget them. They still had many enemies who might hurt or kill them.

Slide

Slide

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

- **Other People Will Respect Me More If I Am in a Gang.**

Slide

Wrong! Respect in many gangs really means fear. If you join a gang, you will constantly have to commit crimes in order to keep other gang members afraid of you. Respect in the gang culture will go away the first time you fail to hurt someone who insults you or puts you down.

- **Joining a Gang Means I'll Have Lots of Friends.**

You will have friends, but you'll also make lots of enemies--the members of rival gangs. Also, your friends who haven't joined the gang may stop wanting to be around you. Your gang may not approve if you have friends or date people outside the gang. They may question and test your loyalty, and insist that you hang out only with them.

Slide

- **My Gang Will Be Just like a Family.**

Wrong! Many children joined gangs using this excuse but real families don't force people to commit crimes to get respect and love. Real families accept you and love you for who and what you are. Even if your family is having problems, being in a gang will not solve them--it will only make things worse. If you join a gang, your family members may become targets for rival gangs. Joining a gang will only increase the number of fights children have with their parents. Family members in gangs often recruit other family members. Young people who grow up with a parent involved in a gang are extremely at-risk for joining a gang. Gang involvement becomes a way of life for some families.

- **I'll Make Lots of Money If I'm in a Gang.**

Many youth join gangs to make fast money. Financially disadvantaged young people look for ways to buy expensive starter jackets, tennis shoes, or electronic equipment. They'd rather participate in one drug deal and make enough

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

money to buy something that would otherwise take a full month's earnings from a fast food restaurant. The reality is that most gang members make very little money being part of a gang. Those who do, usually end up doing time. Plus, if you're in a gang, it's far more likely that you'll drop out of school because of problems with rival gang members.

We need to explore this further but one thing needs to be clear, regardless of whether the affiliation is with street gang, prison and or outlaw motorcycle gang, gang activity is about **CONTROL**, **POWER**, and **PROFIT**.

Other reasons that people join threat groups:

Power. Gangs promise power to youth who feel powerless over their lives. Although the power is a false sense of security, they lack other healthy outlets for support.

Identity. Many youth are desperately searching for a place to belong. Gangs accept youth who don't feel loved or accepted by parents, adults, or school. Gang identity also offers members guidelines on how to act and dress.

Fun. Gangs provide activities and a social life. Many youth enjoy "living on the edge" and participating in dangerous activities. Often, what at first appears to be fun has serious consequences.

Intimidation. Many youth join gangs because of fear, threats, and intimidation from other gang members, or bullies at school. Young people may want to join a gang to appear tough or more acceptable.

Shock. If young people aren't getting positive attention from parents, joining a gang certainly provides lots of negative attention. Youth who are angry at a parent may join a gang to shock or be defiant toward the parent.

Romance. Many young people don't know what gangs are

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

really about and have a misguided sense of romance about gangs. They might think they can join the gang for fun and get out whenever they wish. They might also believe that joining a gang will not involve them in violence and criminal activities.

Low Self-Esteem. Youth who don't feel good about themselves are more vulnerable to joining a gang. They will seek out ways to feel accepted, and if healthy options aren't available, they may look to gangs for support.

Academic Problems. Young people who are not finding success at school may see no hope or future for themselves through the path of education. Many don't believe they could ever get a good job or go to college, so they look for other alternatives.

Race. Some gangs are formed along racial lines, such as Mexican mafia, white supremacist, Asian and Vietnamese gangs. Although in a lot of cases identification of gang members and assessment of their activities is becoming more difficult. Gang colors and tattoos are less frequently displayed and many gangs are becoming multiracial.

Religious. Some groups, gangs, or organizations are formed along religious beliefs, such as The Aryan Nations and Wiccan. We must recognize that within every faith there are degrees and varieties of expression, worship, and practice; there are also cult and occult practices and beliefs. These religious beliefs and practices are protected by First Amendment Rights.

Political Affiliation. An example of this would be 21st Century V.O.T.E. started by Larry Hoover, Leader of the Black Gangster Disciples. This is not really anything new, Al Capone and other notorious gangsters have had or tried to have political influence.

Ask Participants: How can the knowledge of why people

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

become involved in gangs assist you in your role as a correctional employee?

Possible Response: It will help me identify those offenders who may be susceptible to pressure to join a gang and provide intervention measures.

One of the reasons mentioned for involvement was political affiliation and sometimes tied hand in hand with political affiliation is **denial**.

DENIAL

The education of the public, school administrators, community leaders, and law enforcement officials concerning the detrimental effects of gang denial is critical to controlling gang growth and its impact on the community. Public and institutional denial of the existence of gangs and a lack of proactive community measures are perhaps the greatest contributing factors in the alarming increase in the number, size, and strength of gangs. Denying the presence of gangs in a community significantly hampers effective prevention of gang growth and development during the early stages when violence is limited and active measures can effectively deter the problem. By the time communities and institutions acknowledge that they have a gang problem, the situation may be out of control.

Gang denial often begins in the home. According to one expert, many gang members come from dysfunctional families that lack a positive male influence and role model. The central figure is often a mother who many times denies any problem and protects the child from accusations of crime or delinquency by making excuses.

Societal disbelief that juveniles could commit traditionally "adult" crimes is another factor contributing to the denial of the gang problem. For the last century, society has legislated to protect children. Recent legislation has been

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

designed to protect society from delinquent children.

A more commonly held belief is that communities and institutions continue to deny gang problems for political, economic, and perceptual reasons. Public denial of the existence of gangs and a lack of proactive community measures are major contributing factors to the alarming increase in the number, size, and strength of gangs. California Gang Investigators Association President Wes McBride stated that "denial begins with the local politicians. If they deny it, then they don't have to put the resources into dealing with the problem."

Who is doing the denying? Denial is usually associated with figures of authority, or any individual or group who has the responsibility, power, funding, or knowledge to take corrective action.

Ask Participants: What motivates denial?

Possible Answers: Ignorance; Politics; Profits

Ignorance. Many times local officials may not be well enough versed in the gang phenomena to recognize its early stage. They do not know that gangs are commonly found in suburban settings, or that rural gang activity is increasing daily. When they see gang activity outside of its traditional inner city setting, they simply don't recognize it. "Oh, they're just a bunch of wannabes", or "It couldn't happen here", or "Not my kid" are common reactions.

Ignorance can be overcome by education. Consequently, denial due to ignorance is denial in its most benign form. When ignorance is combined with politics, however, denial becomes more dangerous.

Politics. What politician (but an enlightened one) would want to admit that they have a gang problem? The public might hold them responsible. If they try to fix the problem,

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

and fail, they have given their opponents another campaign issue. Fixing problems also costs money. It may also cost votes if other programs and services are reduced to fund gang responses. Politicians (including appointed officials who play the political game to maintain office) may also be placed under pressure from constituents who have a financial stake in denying gang activity. When politicians and other public figures are seen to be in denial, they provide leadership around which other deniers can rally. This legitimizing of denial is dangerous enough, but when political denial is combined with a profit motive, the community is most at risk.

Profits. Short-sighted business people are frequently the most adamant purveyors of denial. Fearing loss of profits, they do everything to avoid their community becoming known as a “gang town”. What they fail to realize is that once gangs become well established the cost of solving the problem is far greater than it would have been originally. Denial is actually bad for business in the long run.

A business community in denial will frequently have enough influence with politicians to impose that denial upon them. Denial thereby achieves not only legitimacy and leadership, but financing.

Ask Participants: There are several reasons for denial or refusing to acknowledge a gang problem exists, what can happen as a result of this denial?

Possible Answers: It allows the gang to become established. The gang becomes more powerful. The community, the public and other non-gang members suffer as a result.

While denial of the problem and the myths that surround gang or threat group participation defiantly have an impact on the growth of these groups, there is a growing movement of the groups themselves to recruit new members.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

RECRUITMENT

We have just covered why some threat groups are organized or motivating factors to join a gang but gangs aren't satisfied with waiting for prospective members to come to them, they have an active recruitment program. Most Chicago and Los Angeles based gangs require their members to actively and aggressively recruit.

Ask Participants: How do you think recruitment occurs?

Possible Response: Lots of sweet talk, peer pressure, or fear and intimidation.

On the streets, kids, unfortunately, are often confronted by gang members in their neighborhoods or in school and are asked to join the gang. Their logic is that a juvenile can commit more crimes before being put into a juvenile or adult facility and in some cases the record of such crimes is either expunged or sealed.

A Chicago public school survey showed **41%** of students were contacted and asked to join gangs. Young people are told the "Big Lies" about all the good things that happen when they join. They are told they will earn a lot of money, make friends, go to parties, and belong to a close "family" that will care for and 'love' them.

In the prison system many gangs will recruit what they refer to as "**lames**" who are weaker and easily intimidated, and they will also recruit **homosexuals**. This is done because they can coerce these individuals into packing and holding drugs and committing rule violations. This has resulted in many local street gang members joining national gangs while they are incarcerated. Once released back into their community, they remain loyal to the gang that recruited them at the facility.

In general, most hard core gang members within the prison

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

system never get caught committing rule violations. This is because they coerce others into doing the dirty work for them. Other recruit potentials might be an offender with a **macho image** or have a **reputation** for being a **thug**. They are used for enforcers so that compliance by members, nonmembers, and rivals is gained. The gang will seek out members with **special skills** such as computer knowledge, pharmaceutical experience, or well versed in criminal activity such as phone “**burn out**” and credit card scams, or an offender who hold particular jobs within the institution where information, xerox copies, and intelligence can be gathered for the gang. The gang will recruit individuals who have a talent for “turning” or setting up staff. Another recruit potential is an offender whose **family has money**.

Once individuals are recruited they must go through an initiation process.

INITIATION

Initiation: *A rite, ceremony, or instructions with which one is made a member of a sect or society, or is vested with a particular function or status.*

Initiations have probably been a part of culture ever since man began organizing groups and there were those who wanted to join. There are clubs, organizations and secret societies all over the world that require the prospective member to go through some form of initiation. An initiation may be something as simple as learning a set of rules and regulations and then reciting them in front of the membership. Or at the opposite end of the spectrum, the initiation may require the individual to endure some hardship that will cause pain.

Street and prison gangs certainly did not invent initiation rites as a requirement to belong to the gang but they certainly have expanded initiation requirements.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Gangs use the initiation rite as a means of determining if the inductee is mentally and physically strong enough to be worthy of membership. In other words they don't want a member who will run at the first sign of trouble or one who whines about what his/her orders or instructions are.

Gang members frequently refer to joining a gang as "Blood in - Blood out" - meaning to join you may have to shed either your own blood or the blood of someone else.

Joining a prison gang literally means "Blood in - Blood out." Prison gangs not wanting law enforcement agencies to try and infiltrate the gang by placing an informant or undercover agent in the group, generally require a prospective member to murder or seriously assault someone in the prison. This "assures" the leadership that the individual's loyalty and is on the up and up. Theoretically, if he has killed someone, he will not reveal to the authorities, other acts of violence he may know about or witness.

Street gangs use a variety of acts of initiation to induct an individual into full membership.

In order to join a gang, a prospective member must participate in an initiation process. These acts of initiation vary from gang to gang. The process may include, but is not limited to the following acts :

- Attends meetings, pays dues and interacts with members to gain acceptance.
- Memorizes the code of conduct
- Engages in a fight with one or more active members until he proves devotion and stamina by not backing out.
- Engages in an act of violence such as robbery or drive-by shooting to demonstrate his "loyalty" to the

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

gang.

- Vandalizes property with the gang graffiti.
- Commits burglary of a police officer's residence to steal firearms.
- Holds or conceals guns or narcotics for the gang.
- Sells drugs for the gang or serves as a lookout for police during drug transactions.
- Runs the gauntlet while being beaten by members.
- Shoplifts (boosting)
- Commits criminal act and gets arrested.
- If "flipping" membership from one gang to another, commits an act of violence against a member of his former gang.
- Commits battery against a non-gang member.
- Candidate is chosen or sponsored by an established gang member.
- "Beat in" or "jump in" - The inductee must prove him/her self by enduring a severe beating by a pre-determined number of members for a pre-determined number of minutes. During this act the members use fists, kicks and stomps, or even clubs to beat the new member. This is frequently called an "act of love." It is also, in many cases, an act of extreme violence. The new member at best may survive with broken ribs, cuts and contusions or maybe a broken jaw. However the beating can be so severe that the person could suffer permanent injury or even death.

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

- Armed robbery - inductee(s) commit the crime of armed robbery and frequently shoot the victim(s) for no reason.
- Drive-by shooting
- Assault on an innocent victim
- Rape an innocent victim
- Blessed In - Occasionally, a prospective gang member will not have to endure any of the normal gang initiation rituals. He or she may be "blessed in." This may be the result of the prospects reputation as one who is worthy of gang membership or he may be a family member of a gang member who has vouched for his worthiness and loyalty.
- "Sex in" - Female inductees are frequently "sexed in" by having intercourse with multiple members of the gang. This is sometimes used in lieu of being beaten in. It has been reported that females, on occasion, have been required to consent to sex with a person known to be HIV positive.
- Murder - The inductee is required to kill an innocent victim, a rival gang member, or even a police officer.

When people are chosen to join a Folk or People Nation group for example, they are required to go through an initiation process. The most common initiation seen both within and outside the prison is "The Line."

Prospective members are expected to walk between two lines of group members, while they are punched and kicked repeatedly. The prospective members are expected to walk to the end of the line on their feet. If they fall, they must start over, usually on another day, when the injuries have healed.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Getting out of a gang can be as violent as joining. Many gangs require lifetime memberships.

Many street gangs require the person wanting to depart from the gangs way of life to endure a "beat out." This beating frequently is more severe and more injurious to the member than the beating he/she may have taken to join. Most prison gang members are expected to remain members for life. Even if released from prison they are expected to remain loyal to the incarcerated members by providing support to them, by whatever means, usually through the proceeds of drug sales and/or other street crimes. The penalty for "quitting" the gang is death; In other words "Blood out."

GANG MEMBER ID AND VALIDATION

Once recruits are accepted into the group they begin to exhibit identifiers that can help staff determine if they are members of a threat group and to which group they belong. Some of these identifiers are:

Self-Admission. A direct admission to a credible witness. Ideally, the admission will be accompanied by additional information about the gang, the accuracy of which lends credibility to the admission. Be aware that young, marginal associates may falsely claim gang membership as a form of bragging. On the other hand, a false claim of gang membership in a prison setting could prove fatal.

Family Member Verification. A loved one identifies the subject as a gang member.

Fellow Gang Member or Rival Gang Member Identification. A validated member of the same gang, or that gang's rival identifies the subject.

Tattoos or Brands—Gang Specific. Because of the dedication required to permanently tattoo or brand oneself, this criterion is frequently given substantial weight. It is not

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

uncommon for gangs to seriously injure or kill an individual wearing an unauthorized tattoo or brand.

Ask Participant: What jobs or assignments in a correctional facility would provide a good opportunity to check tattoos on offenders?

Possible Answers: Visiting room dress-out, Medical staff person, Receiving unit, Ad-Seg unit.

Gang Paraphernalia. Possession (immediate control) or wearing of gang specific paraphernalia or apparel. This criterion must be updated frequently as both gang and popular fads change.

Gang Documents. Possession (immediate control) of internal documents of a gang, such as by-laws, rosters, hit-lists, address books, and similar items that only a member would be allowed to possess.

Gang Moniker. A street name or nickname commonly associated with gangs in a particular area. An individual known as Lil' Cuz is more likely to be a gang member than one named Irving. Under normal circumstances, this criterion standing alone would not be given much weight.

Gang Publications. Possession (immediate control) of gang specific newsletters, posters, party announcements, etc. Under normal circumstances, this criterion standing alone would not be given much weight.

Authorship. Evidence that the subject has personally prepared gang specific documents and/or correspondence. This criterion is heavily weighted in a custodial setting.

Witness Testimony. Official statement (e.g., deposition or courtroom testimony) that an individual is a gang member.

Group Photographs. Photos showing the subject with

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

validated gang members (particularly photos where the individuals are showing hand signs, wearing gang paraphernalia, posing with gang graffiti and/or displaying weapons, cash, or drugs). As a matter of pride, many gang members will not allow themselves to be photographed with people who are not fellow gang members, or at least close associates.

Ask Participant: How would offenders in an institution get gang members pictures?

Possible Answers: Mailed in to them; Some institutions have an "Offender Cameraman" that takes pictures in the visiting rooms or on the recreation yard; Gang members sometimes pose in these pictures.

Frequent Association. Documented and credible sightings of the individual with validated gang members, particularly at gang parties, gang hangouts, gang funerals, in a courtroom during a gang member's trial, or as a visitor of validated gang members in jail or prison.

Prior Arrests. Records showing the subject has been arrested with validated gang members.

Correspondence. Subject exchanges communiques (written or electronic) with known gang members.

Ask Participant: When searching an offenders personal property or cell what might help identify gang involvement?

Possible Answers: Gang paraphernalia and/or clothing; Correspondence, especially letters with gang graffiti or gang documents; Gang graffiti on school books or their locker.

Confidential Informants. The informant must be reliable based upon a history of having previously provided accurate information. Some agencies may require the same information from multiple confidential sources before giving

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

it credibility.

Membership Documents. The subject possesses (immediately controls) credentials such as a gang membership card, certificate of membership, letter of introduction, indication of gang rank or title, etc.

“Fellow Officer” Intelligence. A law enforcement or correction agency may rely upon a representation from another law enforcement or corrections agency that an individual is a gang member. (Criteria used by the source agency should eventually be determined.)

Media Representations. Detailed print or broadcast media accounts describing the subject as a gang member. (If such accounts exist, it is likely that far more reliable police, prosecution, and court records can be found.)

When using any criteria, a system must be established to weigh the relative value and credibility of each item, e.g., self-admission of gang membership would carry more weight than the possession of gang colors. The environment in which the criterion is found is important. A law enforcement agency, correctional facility, and school may all give different weight to the same criterion, e.g., the possession of gang paraphernalia on the street or in school may provide less proof of gang membership than the possession of the same material in a custodial setting. There its possession may be prohibited and punished by staff, and violently regulated by the gang. Identification and validation criteria must be reviewed periodically to keep pace with changing gang trends, and even popular fads.

Ask Participant: Why would gang paraphernalia, gang publications, and correspondence be monitored by the staff?

Possible Answers: To help identify gang members; To help control gang activity; and to make sure inflammatory material is not distributed.

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

So the important question is, “How does the Gang Member Identification and Validation process work?” The validation process involves, but is not limited to:

- Identifying individual gang members, not gangs themselves;
- Observing behavior;
- Locating graffiti;
- Observing body markings;
- Noticing certain clothing arrangements; and
- Gathering intelligence from reliable sources.

These criteria were distilled from the combined validation standards of six respected law enforcement and corrections agencies (California Attorney General's Office; Los Angeles County Sheriff's Department; Federal Bureau of Prisons; California Department of Corrections; Evanston Police Department, Illinois; and Arizona Department of Public Safety). While no one agency used all of the criterion shown, a majority of the criterion were found on all of the agencies' validation lists. Various combinations of these criterion are used by law enforcement and corrections agencies across the country.

The value or weighting system used by each agency varies. One method is to assign a point value to each item and mandate that a certain score be reached before the individual is deemed a gang member. Another method is to require that a certain number of the criterion be met, with a mandate that one or more of the criterion must be one of the stronger indicators of gang membership, such as self-admission or gang specific tattoos. Regardless of the weighting system used, it must be changed as gangs change.

Once initiated into a gang they become part of the gangs hierarchy. This hierarchy or general membership structure that can be broken down as follows:

Show Chicago Gang Structure

Slide

Refer to Correctional Journal article.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

- **Potentials or "Could-be's."** On the streets these are usually youngsters who are getting close to an age where they might decide to join a gang, live in or close to an area where there are gangs, or have a family member who is involved with gangs. Within the prisons system "could-be's" are scouted and as mentioned before, gangs will recruit what they refer to as "**lames**" who are weaker and easily intimidated, and they will also recruit **homosexuals**. Potentials do not have to join gangs, they can choose alternatives and avoid gangs completely.
- **Claimers, Associates or "Wanna-be's."** Normally used to refer to young people who have yet to join the gang, this term can also relate to those who want the prestige associated with gangs but not the commitment. Young associates average age 11-13 years old, but may vary. These young people are not officially members of the gang but they act, walk, talk, and claim to be from the gang. They may begin to dress in gang attire, hang around with the gang and become involved in some of its activities.

(While the word "wanna-be" may be something you'll hear during this class or used to describe an offender to another staff person, keep in mind that threat group members find this offensive and it can provoke them into violent acts. Substitute the word marginal associate or follower.)

- **Regular Members.** Starting at the average age 14-17 years old; however could be much older or younger, they have already initiated in to the gang. These members tend to back up the hard-core gang members. If they survive long enough, they could become hard-core.
- **Hard-core.** Comprise about 5 to 10% of the gang. They are in the gang the longest and frequently are in and out of jail, unemployed, and involved with drug

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

distribution and use. Average age is early to mid-twenties; however some are older or younger. They are very influential in the gang.

Regardless of the gang that they are associated with this general membership structure seems to be followed. However, as the group becomes more powerful they tend to become more organized as seen in our neighboring state. There are approximately 40 major active street gangs operating within the Chicago area. Gang structures vary from gang to gang. Structure depends on size of membership and the extent of illegal activity the gang is involved with and a well organized street gang can be as laid out as any corporation.

This organized criminal activity has become such a major issue that in October of 2002 the U.S. Attorney's office gained an unprecedented indictment against 40 Aryan Brotherhood under the RICO Act.

Once in this hierarchy how are the members controlled?

Ask Participants: Gangs control their members by rules and codes of conduct, how do they get their members to comply to these rules?

Possible Answers: The gangs have remarkable member control, to the point that they almost parallel CULT groups. Common elements to both would be an authoritarian leader, threats of harm or death to anyone who tries to leave the group, and harsh discipline on its own members for violating internal rules.

Since gangs know that their criminal activity is monitored by staff, they control the gangs infrastructure and set down rules and codes of conduct so that the gang can **maintain cohesiveness**. To control conduct and behavior gangs have internalized guidelines for personal conduct and will mete out punishment for members who violate gang

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

mandates. Gangs today enforce their internal rules by the use of **rigid discipline** involving **finances, physical punishment, blood oath, fear of reprisals**, or even **death**. The more such internal gang rules and gang “laws” are enforced, the more the gang exerts its own formal social control over members through the use of force or punishment for compliance.

Violation

Members who violate the code of conduct of the gang will be violated by the leadership and fellow members. A member can get a violation by informing on another member, running from a fight, losing a gang gun or narcotics to the police, stealing money from the gang’s drug operation or wanting to leave the gang. Violations are given out by the seriousness of the transgression. The following are examples of violations of given out by street gangs :

- Paying a fine to the gang.
- Reduction of rank.
- “Pumpkin head” being beaten about the head and face by one or more gang members.
- Timed beatings of varying duration.
- Beating with “no cover up” (not allowed to defend self)
- “Put on the wall” or “wall time”, beaten by several members.
- “Walking the line” (the gauntlet) while being beaten by gang members.
- Encircled by gang and then beaten to unconsciousness.

Slide

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

- Burnt with a hot curling iron.
- Single gun shot wound to the thigh.
- Expulsion from the gang (pulling flag).
- Death by execution.

CRIMINAL ACTIVITIES

So now that they are members, what types of activities are they involved in? Again it varies, depending on the threat group but gang violence is a natural outgrowth of gang presence and therefore threatens many communities. As gangs and the gang subculture spread across the country, the gang-related violence that was previously limited to urban areas now reaches into suburban and rural communities.

The National Institute of Justice estimates that the financial costs of violent crime to American society are well over \$400 billion a year. Adding pain and suffering, as well as the reduced quality of life, the total climbs to \$450 billion each year—roughly \$1,800 for each man, woman, and child in the country. The figures do not include the cost of running the criminal justice system or private actions taken to cut crime—such as hiring guards or buying security systems. According to one study, the cost of a homicide with four arrested suspects could reach almost \$2 million. Included are costs for juvenile hall and jail for one year for four suspects, \$85,710; a two-week trial, \$61,000; crime scene investigation, \$13,438; medical treatment, \$4,950; autopsy, \$2,804; and State incarceration costs if the four suspects are convicted and serve 20 years, \$1,796,625—for a grand total of \$1,964,527.

Drugs. In 1997, seven leaders of a gang were convicted of a drug conspiracy that the U.S. Attorney alleged took in over

Provide each group with an offender profile along threat group characteristics

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

\$100 million a year in cocaine and heroin sales. According to respondents to the National Youth Gang Center's 1997 survey, it is estimated that 42 percent of gangs were involved in the street sale of drugs and 33 percent were involved in drug distribution for the specific purpose of generating profits for the gang with this percentage rate increasing in the correctional facility.

One of the biggest business activities of the gang is smuggling narcotics into the institution. This can be accomplished by having visitors smuggle **drugs**, or coercing staff into "packing" through the mail, or smuggled in by offenders on work release details. **Gambling** is another gang business activity and this may range from poker games, crap games, all the way to elaborate betting pools on sporting events. Next would be **extortion** and **strong-arming**, extorting money from an offender's family for protection, or strong-arming offenders for sex, canteen items, and cigarettes is done to benefit the gang and prey on the weaker offenders.

One of the most essential features of these criminal gangs is that its members routinely engage in law violating behavior. In the prison system this can be carried out individually or in small groups, and often in an organized continuing fashion. These groups are into **power, control, and profit**. In order to achieve this their criminal activities include **drugs, phone scams/credit card scams, contraband, loan sharking/"running a store"**, offender comforts, housing unit assignments, living area assignments, job assignments, weapons, recruiting, and as we mentioned earlier, extortion. Extortion in the prison setting can mean several things; information, copies, movements, meals, canteen, and even money. **Power** in prison can mean several things to offenders engaged in criminal activity, their authority over someone or the ability to coerce through force or strength. **Control** can mean being able to regulate, dominate, repress, and manage mostly offenders, but gangs will and do try to manipulate institutional rules and activities as well

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

as the staff. **Profit** can mean more than money in the prison because there is profit in time out of the cell, or being able to manipulate housing unit assignments, living area assignments, and even job assignments.

There are many criminal activities that are gang related but just because there is a crime does that mean that a gang was involved? No, of course not. After all you are working in a correctional agency where everyone under our supervision is a convicted felon. So how do you know if a gang is involved or for that matter how do you know that a gang is active in your facility? In the ideal setting you would be given an opportunity to profile all the different threat groups and determine who they are but due to the volume of material and the time restraints we are going to focus on the threat group that you will be most likely to come into contact with, prison gangs. You will have the opportunity to examine several “tell-tale” signs of prison gangs and then let you determine who is who.

GUIDED PRACTICE

In your groups I want you to compare and contrast the prison gang identification characteristics that is in your manual. Take about 20 minutes to do this and then we are going to apply this information.

Now that you’ve looked over the prison gang identification characteristics, I want to give you a chance to put this to use. I am going to pass out some case studies that profile an offender and you need to determine the following:

- Are they a member of a prison gang?
- What led you to this conclusion?
- What prison gang are they involved with?
- How can this information aid you in your duties as a correctional employee?

You’ll have 10 minutes to make your assessment and

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

answer these questions. Make sure that you have a spokesperson ready to present your findings.

Profile Analysis #1

You are working in the Administrative Segregation Unit when two offenders are escorted into the Unit. Both offenders look as though they have been involved in an altercation however, there were no staff witnesses. The decision is to assign the offenders to T.A.S.C. and you are assigned to search the offenders and inventory their property. Based on what you've observed during the search and what you've discovered during the property inventory, answer the questions specified in the instructions for this exercise.

- Gang Member #1 - Aryan Brotherhood
- Tattoos & drawings reflect white power symbols
- Gang Member #2 - Blood
- Clothes, "Blues", right leg pulled up, pictures reflect gang signs & colors, bandana is red - sign of Bloods
- They are enemies and should not be placed near each other. Were probably fighting. Look for retaliation.

Profile Analysis #2

You are a Caseworker with 100 offenders assigned to your case load. Part of your responsibility is to evaluate movement requests by the offenders and determine if the housing reassignment will impact the safety and security of the facility. You have recently received a request from an offender who wants to change housing units. Before you make the determination you inspect the offender's current housing unit assignment and the unit that he is wanting to move into, observing the information on the attached sheets.

- Gang Member - BGF
- Tattoo & SLA member Patty Hearst (SLA are allies of BGF)
- The symbols in housing unit are Aryan Brotherhood or Skinheads and are enemies of BGF.
- Deny the move as an altercation could occur. Report it as there could be a motive, such as an assault, tied to the move request.

Profile Analysis #3

You are an officer working in a female facility and are currently assigned to a housing unit. You have been noticing that several offenders tend to group together and while there has been no noticeable problems, other

Optional

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

offenders tend to avoid this group. You have made a search of one of the groups rooms and have found the attached items.

- Gang Member - NETA (could be gang member's girlfriend)
- Based on tattoo, brother flashing gang sign and Puerto Rican flag
- There may not be gang activity but it seems likely. Report it and keep eye on group.

Profile Analysis #4

You are a teacher working in the Education Department of a level 4 facility and have notice that the new clerk assigned to your area has been associating with several offenders who tend to wear the same type of clothing. Many of the other offenders who go to school seem to fear the new clerk or at least they seem to respect him. Now there has been an assault in the library and some of the offenders who associate with your clerk may have been involved. Attached are things that you have observed about your clerk.

- Gang Member - Mexican Mafia
- MM tattoo, drawing represents MM signs 13 & 18, picture shows individuals flashing NETA sign (allies of MM)
- Report suspicions to custody staff. The assault could have been gang related. If it was then there could be more in retaliation.

Profile Analysis #5

You are new to the Department and have been employed as the Inmate Activities Coordinator. One of the most popular groups with the offenders, and one that you are repeatedly involved with is the Jay Cees. While a very worthy organization, you have doubts about the offender who has been contacting you about organizing a banquet. You have noticed that the offender usually wears red and has several tattoos. You believe that he may be involved with a gang. Attached are some of the things that you have noticed.

- Offender is not a Gang member.
- Tattoos, while the first one has a Celtic knot it doesn't mean that they are AB. This ties to the red pants which are not AB colors.
- Don't report.

Profile Analysis #6

You are Recreation Officer watching the activities in a large recreation

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

yard. In one corner of the yard there are several offenders having their pictures taken by the Institutional camera man (an offender that is allowed to take pictures for the inmate population). You have noticed that one group of offenders are basically dressed alike and seemed to be making gestures when photographed. As you approach the group you notice that several have tattoos. One of the offenders offers you an opportunity to view several photos in a small photo album. Attached is what you have seen.

- Gang Member - NETA
- Tattoos represent gang and signs are being flashed, other gang symbols in photos.
- Report it to administration.

Ask Participants: How can the ability to identify threat group members assist you in your positions with MDOC?

Possible Response: It will forewarn me of danger, of potential conflicts between offenders, possible criminal activities.

Ask Participants: How can your knowledge of threat groups help other staff, the department and the public?

Possible Response: By sharing this knowledge with others it can reduce the amount of gang activity in the facility and increase the safety for those that work there. This information needs to be passed on to law enforcement officers so that they can track the offender and their associates after they leave our supervision.

GUIDED PRACTICE (Optional)

In your groups, analyze the prison gang identification characteristics and determine what threat group is reflected in the information. Be sure to justify your selection. Select a spokesperson to report out in 10 minutes.

Profile Question:

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

My boyfriend is doing time. The prison gang he is in paid for my college. I have a clean criminal background and so it was easy to become a paralegal. Working in an attorneys office not only allows me an inside on information but also gains me access into prisons. While carrying out legal tasks for my boss (which were really orchestrated by the gang) I am able to help conduct gang business. They state their goals are "getting high and getting over," and just making their stay in prison comfortable. They have me take out coded communications, usually done in Gaelic symbols, ghost writing, and other forms. What group does my boyfriend belong to ?

Answer :

Aryan Brotherhood

Profile Question:

By putting gang members families into key positions in such jobs as Bureau of Vital Statistics, and Department of Immigration and Naturalization we can clean up backgrounds or give a person a whole new identity. You will become a member of the gang or an associate. After all, we do you a favor.... you must do us a favor. We have a "kill on sight relationship" with our chief rival, and one of our identifiers is a single black hand print. What prison gang are we ?

Answer :

Mexican Mafia

Profile Question:

We are the most politically oriented of the major prison gangs. What prison gang are we ?

Answer :

Black Guerrilla Family

Profile Question:

Our symbol is crossed sabers and a shotgun. What prison gang are we?

Answer :

Black Guerrilla Family

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Profile Question:

We were founded by former Black Panther member George L. Jackson. What prison gang are we?

Answer :

Black Guerrilla Family

Profile Question:

From 1978 to 1992, our members, suspects, and associates in the federal system were involved in 26 homicides, 3 of which involved staff victims. What gang are we?

Answer :

Aryan Brotherhood.

Profile Question:

One of our identifiers/symbols is a shamrock clover leaf. What prison gang are we?

Answer :

Aryan Brotherhood

Profile Question:

We have a very active working relationship with La Nuestra Familia and other allies include Symbionese Liberation Army and the Weather Underground. What prison gang are we?

Answer :

Black Guerrilla Family

Profile Question:

It's known as "Pen Pals", Lonely Hearts Clubs, and "The Personals. Whichever you choose to call itwe exploit it..! Through our personals ads we are hoping to meet someone to start a relationship with and exploit that person later. This tactic is used by a lot of the prison gangs.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

We need this person to get on our visiting list, become a corrections worker, or become a (VIC) Volunteer in Corrections. This will help us smuggle drugs into the institution. According to the Federal Bureau of Prisons we are the most active gang, in terms of incident frequency rather than severity. Our philosophy centers on ethnic solidarity and control of drug trafficking. What gang are we ?

Name: John Busmante # 44468

Currently Residing at:

Penitentiary of New Mexico -North Facility

PO Box 1059

Santa Fe, NM 87504

Birthdate: 03/08/1977

Release Date: 2013

Physical Description: Hispanic male, 5 ft 6 inches, 165 lbs, brown eyes, black hair, stocky with a handsome smile.

Interests: Theology, Philosophy and political poetry. I am a devoted Christian who strives with all his might and energy seeking knowledge, wisdom and understanding of all things. I'm into physical fitness, self-discipline and self-restraint. I like sports and reading books. Also I like talking about the journey of life we are all on but on different paths, learning the lessons through our experiences that may shared and wisdom gained.

Answer :

Mexican Mafia

Review of Performance
Objectives

Profile Question:

Our gang formed in the late 50's at Duel Vocational Center, a youthful offender facility in California, from an urban Los Angeles street gang. What gang are we ?

Answer :

Mexican Mafia

Profile Question:

Our gang originated in the Soledad Prison in California in the mid 60's. It was established to protect younger, rural, Mexican-American inmates from other inmates. What gang are we ?

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Answer :

La Nuestra Familia

Profile Question:

A sombrero with a dagger is a symbol commonly used by our members. What gang are we ?

Answer :

La Nuestra Familia

Profile Question:

The Mexican Mafia is our chief rival when it comes to enemies. Other rivals include ; Texas Syndicate, Mexikanemi, F-14's, and the Aryan Brotherhood. What gang are we ?

Answer :

La Nuestra Familia

Profile Questions:

Our gang originated in Folsom Prison, in California in the early 70's. Our racial makeup is Mexican-American / Hispanic. What gang are we?

Answer :

Texas Syndicate

Profile Question:

One of our recruits is called a "Cardinal". A member is called a "Carnal". A group of members are called "Carnales". And our institutional leader is called a "Chairman". What gang are we ?

Answer :

Texas Syndicate

Profile Question:

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Our members are strongly patriotic and have associated themselves with a revolutionary group called the Los Macheteros. What gang are we?

Answer :

Neta

EVALUATION/CLOSURE

Ask following processing questions:

Ask Participants: Why isn't it against the law to be in a gang?

Correct Answer: Because of freedom of association that is guaranteed by the Constitution of the United States.

Ask Participants: What is the nature and extent of their criminal involvement?

Possible Answers: Anything from graffiti, drugs, phone scams, credit card scams, monopolizing institutional goods and services for their own gain, extortion, on up to murder.

Ask Participants: How can correctional staff most effectively combat gang activity in your institution?

Possible Answers: Document information and pass it along to other staff, report anything suspicious.

After discussing the different types of threat groups, let's review our performance objectives and summarize what we have learned today.

Performance Objectives

At the conclusion of this course, participants will be able to:

- Given a threat group category, determine what

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

impacts it has on safety and accomplishing the MDOC Mission;

- Develop a presentation that identifies the key aspects of a threat group;
- Given a offender profile, determine if they match the threat group identification characteristics as outlined in this module; and
- Describe how knowledge of threat groups can impact your ability to perform your job, according to the information provided.

Now that we know why it is important to be aware of these threat groups, their criminal activity and the necessity to report suspicious activity let's discuss why "Threat Groups" became the appropriate title for this lesson plan. As we have discussed, these groups have certain aspects about them that may generate controversy. We have discussed their common interests or beliefs, be it racial, political, or religious. We have discussed why it is important that staff be aware of these groups, as well as proper reporting procedures should we suspect criminal activity.

You have been given some identifying characteristics and some of the criminal activities these groups may be involved in.

Lastly, as we recall some of the ideas and religious tenets of these groups, we see that these beliefs run deep and, at some points, are even scary. But we also should realize that being "forewarned" means being "forearmed".

Always keep a professional attitude and demeanor, and if you come in contact with anything suspicious, **REPORT IT**.

We have covered gang criminal activities and some of their motivating factors for belonging and/or joining a gang.

LESSON PLAN

TITLE: Threat Group Basics

PRESENTATION GUIDE

TRAINER NOTES

Another aspect to cover is groups or organizations formed along racial beliefs and/or religious beliefs and practices. It is not the Missouri Department of Corrections purpose to take issue with anyone's beliefs. Under the law, a person can believe anything he wishes to. There can be no state or federal interference with one's beliefs. Law enforcement can only intervene when the behavior or actions connected with those beliefs disturb the rights of others. The Department acknowledges the inherent and constitutionally protected rights retained by incarcerated offenders to believe, express, and exercise the religion of their individual choice. The Department, therefore, extends to individuals under its custody and/or supervision those opportunities necessary to practice religious freedoms that are consistent with the prudent requirements of facility security, safety, health, and orderliness.